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**Who is Johnson & Associates?**

If you're receiving this news brief for the first time, you're probably wondering who in the world is Johnson & Associates (J&A) and why am I receiving this information? We've been in operation since 1986 providing economic development, community development and executive search assistance on both a national and international level. Review our web site at [www.jatoday.com](http://www.jatoday.com) and learn more about us and our products. And if you decide you don't want to receive any mailings ever again, just let us know and we'll **remove** your name immediately. But remember, if we remove your name, you won't be receiving notice of what may be the perfect position or program for you. If you are receiving duplicate e-mails, let us know which e-mail address you prefer we use. Keep JAToday coming! Please add us to your address book or approved sender list.

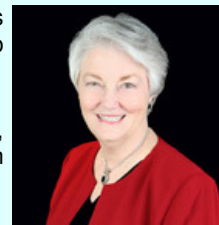
**Spring Specials!**

Greetings!

Just a quick reminder: J&A is offering our clients a host of Spring Specials this year to help get your organization moving in the right direction. But be sure to book soon, as these specials **expire the first day of Summer, June 21st.**

Please call J&A today to book Mike & Tina's new exciting Program Reviews, Building High Performance Teams, or our Executive Recruitment services. With these prices, please call soon to select your date before someone else does!

Ask for the Spring Special rate when you call or email about any service! We are here to serve you!



Sincerely,  
Chloe Johnson

**Athens (TX) Economic Development Corporation  
President/CEO Position Announcement**

Johnson & Associates is proud to announce that the **Athens (TX) Economic Development Corporation** hired **Brian J. Malone, CECD**, for the position of **President/CEO**. He is expected to begin his new position in May.

Brian has served ten years as the Executive Director of the Palestine (TX) Economic Development Corporation. He holds both a bachelor's and a master's degree from Texas Tech University.

When asked about his new position, Brian said "I am looking forward to being in Athens and beginning the process of telling 'Athens's story.' We look forward to competing for projects and making a difference in our new community."

J&A wants to thank the entire **AEDC** board for the wonderful experience of working with them! **David M. Daniels, Chairman of the Board for the Athens EDC** says "The Board of AEDC looks forward to working with an experienced economic developer with the credentials, character, and contacts that Brian Malone brings to our community. Working through Chloe Johnson of Johnson & Associates for the selection process gave us resumes and exposure to over 40 candidates."

Daniels also adds "The entire process, from the first phone call to making the job offer, was handled professionally and efficiently with Chloe Johnson. The communication between the Board and Johnson & Associates were excellent and made the entire process go smoothly and on schedule."

**Executive Recruitment Services**

If your organization is considering a search for a new economic developer, chamber executive, city manager, police chief, or any other position, J&A can successfully guide you through the complex maze. If, like David Daniels, you want exposure to dozens of qualified applicants and expect a smooth and on-schedule professional process, look no further!

Make the call to J&A today to see exactly how our methods, fees, and results outshine the competition! Maybe, we'll be quoting you next time!



lengthy training phase. X'ers and Boomers may be annoyed by Y's' frequent questions and requests for input.

As you work with colleagues from other generations, your first priority should be to avoid forming quick negative conclusions. Bring the team members' diverse perspectives out in the open -- help everyone on the team understand the multiple points of view -- and legitimize each person's view in the eyes of the team.

Decide together which norms will work best for your team -- for example, how flexible you are about time and place, how you'll communicate different types of information, how scheduled you need to be, and so on -- based on collective preferences and the work you need to accomplish.

*Source: HarvardBusiness.org, February 16, 2009*

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### **Building High Performance Teams**

At J&A and HRGroup, our goal is to help you build **High Performance Teams**. That means evaluating and improving many of the elements listed above in the generational conflict article. If you need to improve communications, modify expectations, or find better ways to work together among the generations on your team, call J&A today to learn more!

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### **Upcoming Events**

**Ted Szaniawski**, Principal of **HRGroup**, J&A's Partner, is presenting at the upcoming **PSA-TEC** (PSA Security Network's Training/Exhibits/Conference) national conference in **Chicago** on **May 7th**. His topic is "Hire the Best...and Let Your Competitors Have the Rest."

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**Johnson & Associates, A Full Service  
Community Economic Development Provider.  
We deal in futures ..... yours!**

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